

| Volume 5 | Number 4 | Fall 2007 |

DAKOTA NURSE

C O N N E C T I O N

**ND Newly Appointed
Board Members**

**RN and LPN
Nursing Workforce**

NORTH *and* SOUTH DAKOTA STATE BOARDS of NURSING



*Kathy, RN
Family Birth Center*

*Marco, RN
Critical Care Unit*

*Julie, RN
Inpatient Surgery Unit*

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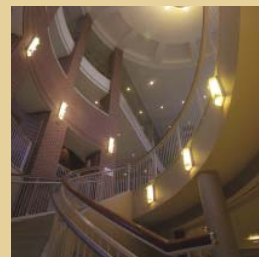
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DAKOTA NURSE

C O N N E C T I O N

10

Requirements for ND Licensure Renewal

16

ND Nursing Education Programs

20

South Dakota's RN and LPN Nursing Workforce

28

Online Continuing Education Now Available



NORTH DAKOTA HIGHLIGHTS

4

Message from the President

8

Continuing Education Online

9

Inaugural Fellow of the NCSBN Regulatory Institute Inducted Aug. 9, 2007

10

Licensure Renewal FAQs

14

Get to Know Newly Appointed Board Members

SOUTH DAKOTA HIGHLIGHTS

18

Upcoming Board Meetings

19

Nursing Leadership Coalition

19

South Dakota Board of Nursing Meeting Highlights

26

NCSBN Annual Meeting and Delegate Assembly held in Chicago

29

Meet the New HPAP Program Director

Dakota Nursing Connection circulation includes over 26,000 licensed nurses and student nurses in North and South Dakota.

The *Dakota Nurse Connection* is published by the South Dakota and North Dakota Boards of Nursing. Direct *Dakota Nurse Connection* questions or comments to:
Dakota Nurse Connection, South Dakota Board of Nursing, 4305 S. Louise Ave., Suite 201, Sioux Falls, South Dakota 57106-3115 • 605-362-2760
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www.thinkaboutitnursing.com



Message from the Executive Director

The North Dakota Board of Nursing has a number of activities planned in the next year that should be of interest to nurses across North Dakota. You will find specific information about online renewal and other board activities throughout this edition of the Dakota Nurse Connection. You are invited to submit ideas for articles for this publication. Just go to the website at www.ndbon.org and send us a message through the Contact Us section of the website.

A CYBERSPACE MEETING LOCATION – On January 17, 2008, the North Dakota Board of Nursing will meet on the BTWAN and IVN networks. The Board met using this technology last January 07 and received tremendous positive feedback and then decided to meet this way once each year. Of course, this meeting is open to the public, as are all board meetings. We hope those of you who live in the rural areas may have the time to observe the Board in action at your own BTWAN location. Information regarding this and all board meetings can be found on the North Dakota Board of Nursing website.

NORTH DAKOTA BOARD OF NURSING ELECTS NEW OFFICERS. Each July, the Board elects officers who will serve from July through July of the coming year. The Board Staff and I are most grateful to these dedicated nurses who have agreed to add additional responsibilities to their current volunteer role. The slate of officers elected for 2007-2008 are the following:

EXECUTIVE COMMITTEE

President – JoAnn Sund RN, Fargo

Vice President – Nelson (Buzz) Benson RN, Bismarck

Treasurer – Mary Tello Pool LPN, Bismarck.

CRIMINAL HISTORY RECORD CHECKS - The Criminal Background Check legislation became a component of the NDCC Nurse Practices Act 43.12.1. and took effect on August 1, 2007. In regard to the Criminal Background Check legislation, please note that it will not affect nurses who are currently licensed. It is the Board's intent to use this authority to obtain

information from nurses seeking initial licensure by examination and endorsement and for initial applicants as unlicensed assistive persons. We also want you to know that the nursing profession has consistently maintained a reputation for being one of the most honest and ethical professions in the country. In 2006, nurses were once again rated the number one most honest and ethical of the professions by the Gallup Poll. Congratulations to all of you on an honor well deserved. The Criminal Background Check legislation will help us to maintain this excellent reputation by assisting us in excluding those individuals from licensure who are not worthy of the public's trust. The Board plans to implement the process in July 2008.

NURSE FACULTY INTERN PILOT STUDY – The North Dakota Board of Nursing has received funding through the National Council State Boards of Nursing Center for Regulatory Excellence Grant Program to investigate the role development of nurse educators and expand the general knowledge about the mechanism in which nursing graduate students gain competencies related to teaching and learning through practical experience while working closely with seasoned mentors in their employing nursing education programs. The Board has begun the second year of the study and has 28 faculty interns from a variety of North Dakota nursing programs participating in the research.

Although, national healthcare news highlights the nursing shortage, there is another looming shortage that will compound the problem many times over. That is the nationwide shortage of nursing faculty (Arias, 2006, NLN, 2006). North Dakota, like most states has been experiencing the shortage of, and maldistribution of nurses. Moreover in the last few years nursing education programs in North Dakota have begun to struggle to recruit and retain qualified faculty. The Board has partnered with the UND Center for Rural Health and Dr. Patricia Moulton for this project. Dr. Linda Shanta is the principal investigator. Information regarding the results will be available as the project progresses.

For more information about any of North Dakota Board of Nursing's activities, check our website at www.ndbon.org.

Message from the Executive Director

“Show Me the Money!” is a phrase that was made popular by Cuba Gooding, Jr. as he was discussing his professional football contract with his agent, Tom Cruise, in the movie *Jerry McGuire*. It popped into my head as I was thinking about writing this article for the *Dakota Nurse Connection* to update you on the financial status of the South Dakota Board of Nursing. The purpose of providing this information is to “Show You the Money” in terms of the operating revenue and expenses of the Board of Nursing in an effort to be transparent to all of our stakeholders.

The South Dakota Board of Nursing is an agency within the South Dakota Department of Health. As a semi-autonomous state agency, the Board operates entirely on the licensing fees that we collect. We do not receive any money appropriated to us by the legislature from the state’s general fund. Even though our finances are considered informational, we have many checks and balances in place. We have a formal independent audit every three years. If we receive any recommendations as a result of the audit, we are then required to be audited annually. We have on-going reviews of our records by the finance officer of the Department of Health, State Auditor, State Treasurer, and most recently by the legislative Government Operations and Audit Committee. The Board follows the same rules and regulations as all of state government in the financial operations of the office.

Licensing fees have not been raised for nurses since October of 2003 despite the fact that the cost of doing business increases every year. We are completing our fourth year of what we hope to be a ten year cycle before fees need to be raised again. We are able to do this for a number of reasons including; informal settlements on the

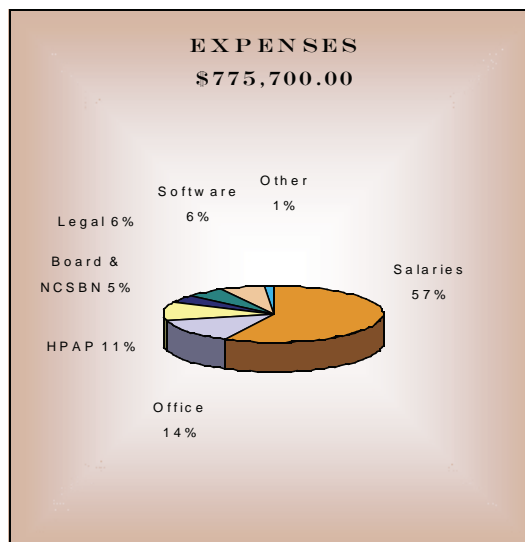
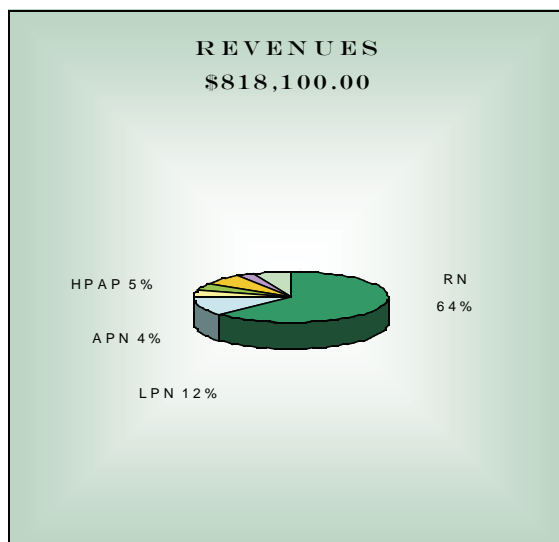
majority of our disciplinary cases, steady increases in the number of individuals being licensed by examination and endorsement, a fiscally conservative Board, and a committed and hardworking staff. We currently have an operating reserve of \$438,595 which is roughly a six-month operating reserve. SDCL 36-9-25 states that any balance of fees received by the board after payment of compensation and expenditures shall be held and used by the board only in administering this chapter (36-9). We will reach a point where the cost of doing business will exceed our revenues. At that point in time, we will spend down our reserves prior to seeking a fee increase. A fee increase would involve a change to the administrative rules which requires public notification, a public hearing and a review by the Legislative Interim Rules Committee.

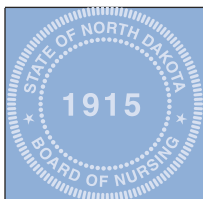
The following information is a summary of our revenue and expenditures for FY 07. The summary reflects the funds that are available to the board for operating expenses. The summary does not include the restricted accounts for the RN and LPN Nursing Education Loan Assistance Programs and the Center for Nursing Workforce.

We hope this information gives you a clear picture of the financial status of the Board and the cost of nursing regulation in this state. We will continue to keep you informed if there are any significant financial changes. In the meantime, we will continue with our efforts to keep your licensing fees as low as possible.

Sincerely,

Gloria Damgaard, Executive Director





North Dakota Board of Nursing Officers and Members

PRESIDENT**JoAnn Sund, RN, Fargo****VICE-PRESIDENT****Nelson (Buzz) Benson, RN, Bismarck****TREASURER****Mary Tello-Pool, LPN, Bismarck**

Elizabeth Anderson, LPN, Fargo
Roxane Case, Public Member, Fargo
Charlene Christianson, RN, Glenfield
Donna Hegle, RN, Minot
Metta Schell, LPN, Towner
Julie Traynor, RN, Devils Lake

North Dakota Board of Nursing 2007 Meeting Dates

UPCOMING BOARD MEETING DATES**November 15 & 16****January 17 & 18****March 20 & 21****May 15 & 16**

**For additional information,
please call 701-328-9779**

*North Dakota Board of Nursing Annual Report
is available on the website at
www.ndbon.org/publications*

WORKPLACE IMPAIRMENT PROGRAM

AN ALTERNATIVE TO DISCIPLINE.**A MONITORING PROGRAM FOR NURSES WITH IMPAIR-
MENTS OF:**

- ✓ Chemical Dependency
- ✓ Practice Deficiencies
- ✓ Physical Disorders
- ✓ Psychiatric Disorders

FOR MORE INFORMATION CONTACT:

Karla Bitz, PhD, RN • North Dakota Board of Nursing
919 South 7th Street Suite 504, Bismarck, ND 58504-5881
Phone: (701) 328-9783 • Fax: (701) 328-9785
www.ndbon.org

A Program of the North Dakota Board of Nursing

NURSES *Have you moved recently?*

**Update your address on the ND Board of
Nursing website: www.ndbon.org**

Click on: Address Change

We appreciate it when licensees help us maintain current records!!

Telephone Lines Busy? Use E-mail!

You can contact anyone at the Board of Nursing by email.

BOARD STAFF	E-MAIL ADDRESSES
Constance Kalanek, PhD, RN, FRE, Executive Director	ckalanek@ndbon.org
Karla Bitz, PhD, RN, FRE, Associate Director	kbitz@ndbon.org
Patricia Hill, BSN, RN, Assistant Director—Practice & Discipline	phill@ndbon.org
Linda Shanta, PhD, RN, Associate Director—Education	lsanta@ndbon.org
Julie Schwan, Adm. Services Coordinator	jschwan@ndbon.org
Sally Bohmbach, Administrative Assistant	bohmbach@ndbon.org
Gail Rossman, Technology Specialist	grossman@ndbon.org

LICENSE RENEWAL UPDATE

All nurses currently holding an active license that expires on December 31 this year will receive a postcard notification containing information for renewing your license online. Please watch for your renewal postcard in your mailbox around October 1. If you have moved and not updated your address with the Board of Nursing, please update it soon as possible by logging onto www.ndbon.org.

All RN's and LPN's must renew online. The Board of Nursing website (www.ndbon.org) is a secure system behind layers of firewalls using the highest level of encryption available. Using any computer with internet access, a licensee may renew a license at any time of day, on any day of the week. Beginning approximately October 1, 2007, you will be able to access the renewal link using your social security number, license number, and name. Payment can be made by credit or debit card. Prepaid credit cards are available from many banks.

When you click on the "submit" button at the end of the renewal process, you are attesting that all information you entered is correct. Do not send the Board of Nursing hard copy certificates of continuing education contact hours unless you receive the online random notification of CE audit while you are renewing. Access to the online renewal link will be DISABLED at midnight, CST on December 31 when renewal ends.

The Board of Nursing strongly recommends that you not wait until the last week of the renewal period to renew your license. If you fail to renew before the renewal period ends, your license will become inactive. You may not practice as a nurse in ND if your license has lapsed.

MILITARY NURSES DEPLOYED OVERSEAS

If you are a military nurse and will be deployed overseas during the renewal period, you have two options:

- Renew online utilizing internet access wherever you are stationed after October 1 or
- Call our office and we will renew your license prior to your deployment.

Keep in mind if you're deployed, you are exempt from meeting the continuing education requirement (NDCC 43-51).

BOARD HIGHLIGHTS

July 2007 Board Meetings

Accepted the recommendation of the Nursing Education Committee that:

- ♦ The Turtle Mountain Community College AASPN Program is making significant progress toward compliance with NDAC 54-03.2 Standards for Nursing Education Programs; and
- ♦ Grant initial approval through July 2008; and
- ♦ Require an on-site survey prior to May 2008, according to NDAC 54-03.2-08-07 annual survey.

Approved the request for the Dakota Nursing Program delivery of an LPN to RN pilot project for 2007-2008 offered by distance education to Minot, according to NDAC 54-03.2-06-07(6).

Approved the request for an extension of the Dakota Nursing Program survey of the RN and PN program to April 2008 and continue conditional approval of the LPN program through June 30, 2008, and continue initial approval of the RN program through June 30, 2008.

Accepted that the Bismarck State College meets the requirements for Medication Assistant Program II as set by NDAC chapter 54-07-07; and the board granted continued approval for this course to be offered by Bismarck State College from July 2007 through July 2011.

According to NDAC 54-04.1, nursing education loans approved all of the individuals as listed by degree type for the nursing education loan for a total awarded of \$67,680 including \$800 for refresher course students.

Ratified approval of Sarah Beth Fuchs to the NCSBN NCLEX item development panel and Deborah Schmitt to the LPN/LVN panel of judges for standard setting. Approved the implementation plan for the criminal history record checks for 2007-2008.

Approved the following application for surgical technician:
Rita Weippert

Approved the following to the nurse practice committee for 2007-2009:

Karen Latham, Ph.D., RN
Margaret Birkholz, LPN
Marsha Trom, RN, MS
Becky Dvorak Berger, RN
Jo Burdick, RN
Norma Wehr, LPN
Jane Roggensack, RN
Beth Reiten, RN
Jack Rydell, RN
Jenni Senti, RN
Rhonda Phенning, RN

Cora Len Hutton, RN
Melana Howe, RN
Renee Olson, LPN
Deb Wald-Weir, RN
Karla Sayler, RN
Wanda Rose, RN

Directed staff to seek input on the proposed practice statement "Aesthetic Cosmetic and Dermatological Procedures by Licensed Nurses" from the NDBME, NDBOP, NDMA, and North Dakota Nurses Association and report to the board at the September 2007 meeting.

Directed staff to seek input on the request for a proposed practice statement "Performance Of Punch Biopsies By Nurses" from the NDBME, NDBOP, NDMA, and North Dakota Nurses Association and report to the board at the September 2007 meeting.

Supported the ND Nurse Leadership Council in addressing recommendations of the nursing needs study.

Ratified prescriptive authority for the following:

Christa Howell, RN, CNM, Fargo
Debra Fueller, RN, FNP, Bismarck
Rebecca Andes, RN, FNP, Bismarck
Fae Glass, RN, FNP, Bismarck
Julie Landsiedel, RN, FNP, Bismarck
Nora Allen, RN, FNP, Mandan

Recognized the adult psychiatric and mental health NP examination and the family psychiatric and mental health nursing NP examination.

Approved the following board meeting dates for 2007-2008:

July 19-20 Annual Meeting
January 17 & 18
September 19, Board Retreat
March 19 & 20
September 20 & 21
May 15 & 16
November 15 & 16

Approved the 2007-2008 committee appointments:

Executive Committee: Joann Sund, President; Buzz Benson, Vice President; Mary Tello-Pool, Treasurer
Prescriptive Authority: Buzz Benson
Program Monitoring Committee: Roxane Case, Elizabeth Anderson, Metta Schell
Nursing Education Committee: Julie Traynor, Mary Tello-Pool, Charlene Christianson
Finance Committee: Mary Tello-Pool, Donna Hegle, Roxane Case
Nursing Practice Committee: Joann Sund, Buzz Benson, Donna Hegle

RAPE VICTIMS NO LONGER RESPONSIBLE FOR COST OF SEXUAL ASSAULT EXAMINATION

BISMARCK — Starting Sunday July 1, 2007, victims of rape and sexual assault crimes will not be forced to pay for medical examinations performed to collect evidence of the crime.

"A woman reporting a sexual assault or rape should not have to pay for the costs of the examination needed to obtain evidence to prosecute the offender," said Attorney General Wayne Stenehjem.

2007 Senate Bill 2103 authorizes the Attorney General to provide reimbursement directly to the hospital or clinic where a sexual assault examination is performed. The reimbursement covers the cost of the examination and any antibiotics or other

medications administered as part of the exam.

Senator Stanley Lyson, who was the primary sponsor of Senate Bill 2103 said, "This bill was long past due. The victims of these violent crimes should not be further victimized by having to pay for the state to collect the evidence it needs for prosecution. The least

we can do is to have the state bear the cost of this examination, and now it will."

The reimbursement form, instructions, and information about the process are available from the Office of Attorney General website, at www.ag.nd.gov from the "News/Publications/Forms" link.

CONTINUING EDUCATION ONLINE

For RN and LPN license renewal, the nurse must meet the continued competence requirements. Included in this requirement is the completion of 12 contact hours of continuing education. All CE required for license renewal may be obtained online.

- If you recently received your first license in North Dakota and took an examination to receive it, and this is your first renewal of that nursing license, you are NOT REQUIRED to have completed CE courses.
- If you recently received your first license in North Dakota and have moved from another state, you must complete six contact hours for renewal of your nursing license.

The availability of online continuing education provides many opportunities for nurses to obtain contact hours needed to meet this requirement. Here are some sites offering online continuing education:

www.nursingcenter.com
www.nursingworld.org/ce/
www.nursingspectrum.com
www.learningext.com
www.nurseweek.com

www.medscape.com/nurseshome
www.emedicine.com
www.netce.com
www.westernschools.com
www.rnceus.com
www.nurseslearning.com
www.yournursece.com
www.nursingceu.com
www.powerpak.com

These sites are not endorsed by the Board of Nursing but are provided only for informational purposes regarding the availability of online CE courses. We have links on our Website (www.ndbon.org click on related links) to sites available for nurses to obtain continuing education. If you know of a site that you feel should be included in the list, please notify Gail Rossman at grossman@ndbon.org. Remember, it is your responsibility to ensure you meet these requirements and to maintain documentation of having completed the contact hours. If audited, you will be required to produce the appropriate documentation to verify contact hours.

EDUCATION STATISTICS

• ND Pass Rates for NCLEX®

RN 88.5%
 LPN 95%

• National Pass Rates for NCLEX®

RN 87.8%
 LPN 87.4%

- \$67,680 was disbursed to nursing students for the Nursing Education Loan

LICENSURE STATISTICS

(August 31, 2007)

- RN – 9333
- LPN – 3693
- APRN – 617
- Unlicensed Assistive Person – 2628
- Medication Assistants I, II, III - 1756

Altru's Nurse Practitioner Dan Rustvang earns North Dakota State Award for Excellence



Altru Health System, Grand Forks, ND – Daniel R. Rustvang, nurse practitioner (NP) with Altru's Chronic Wound Clinic received the North Dakota 2007 American Academy of Nurse Practitioners (AANP) State Award for Excellence for Nurse Practitioners.

This award is given annually to a nurse practitioner who demonstrates excellence as an NP, is a role model for other NP's, and has made a significant contribution to the improvement of care for individuals, families, and/or communities, and has had a positive effect on

clients and nurse colleagues. Dan was recognized June 22, 2007, with the other state award winners at the National AANP convention held in Indianapolis, IN, last week. The AANP was founded in 1985 and is the oldest, largest, and only full-service national professional organization for NP's of all specialties.

Dan has worked to create and promote opportunities to network with Ad-

vanced Practice professional colleagues in the Northern Red River Valley. He is a dedicated practitioner who seeks the best clinically-advanced therapies for his patients suffering from chronic wounds. He is a natural teacher and mentor who has provided numerous educational presentations for students, nurses, physicians, and allied professional advancing the science and skills used in chronic wound care.

Dan is the Technical Director of Altru's Chronic Wound Clinic. He graduated from Richland High School, Colfax, ND, in 1970. He completed his Bachelor of Science degree in nursing from the University of Mary, Bismarck, ND, in 1974. He received a Masters Degree in Nursing in 1981 from St Louis University, MO.

Dan retired from the USAF Nurse Corps in 1998 with 23 years of service. He completed his Family Nurse Practitioner certification training at the University of North Dakota in May 2000. He worked for one year in Radiation Oncology at the Altru Cancer Center until assuming his current position July 2001. Dan lives in Grand Forks with his wife Pamela and their five children.

Inaugural Fellows of the NCSBN Regulatory Institute Inducted Aug. 9, 2007

The National Council of State Boards of Nursing, Inc. (NCSBN) inducted its inaugural group of Fellows of the NCSBN Regulatory Institute on Aug. 9, 2007, during the NCSBN Annual Meeting and Delegate Assembly held in Chicago. The Institute for Regulatory Excellence (IRE) began in 2004 with the purpose of providing boards of nursing with high quality regulatory education, expanding the body of knowledge related to regulation through research and scholarly work, developing the capacity of regulators to become expert leaders, and developing a network of regulators who collaborate to improve regulatory practices and outcomes. The IRE is a series of educational conferences held annually with the following topics rotated on a four-year cycle: Public Protection/ Role Development of Nursing Regulators, Discipline, Competency and Evaluation/Remediation Strategies, and Organizational Structure/Behavior.

The IRE Fellowship Program is a four-year program requiring attendance at the IRE conferences and the completion of scholarly works. Individuals who complete the NCSBN Fellowship Program requirements are called a Fellow of the NCSBN Regulatory Institute (FRE) and are entitled to use the initials FRE after their name in recognition of their accomplishment.

The 2007 inaugural class of fellows from North Dakota are:

- Karla Bitz, Ph.D., RN, FRE, Associate Director, North Dakota Board of Nursing
- Constance Kalanek, Ph.D., RN, FRE, Executive Director, North Dakota Board of Nursing



Patient Care Manager

MeritCare Health System, Fargo ND has full time Patient Care Manager position in the Roger Maris Cancer Center. This position typically works Monday through Friday 8-5, but can vary based on unit needs and workflow factors. To be eligible for this position applicants must have their BSN in nursing as well as the OCN certification desired and 5 years of current nursing related experience, preferably in management.



MeritCare
Roger Maris Cancer Center

For more information or to apply.
Applications accepted online only at nurse.meritcare.com,

MeritCare Human Resources,
1711 S. Univ. Dr., 3rd Floor, Fargo
or call 1-800-437-4010 ext 280-4800
or 701-280-4800
MeritCare is an AA/EOE

FREQUENTLY ASKED QUESTIONS

Requirements for Licensure Renewal

Following is a series of frequently asked questions about the license renewal requirements in ND for licensed nurses. It has been prepared to help license holders better understand their responsibilities with respect to practice and continuing education requirements. Reading this is not a substitute for knowing what the nurse practices act (NDCC Chapter 43-12.1) and the NDAC rules of the Board of Nursing say about continuing education. It can, however, be a good resource that may help answer many of your questions.

Practice Requirements

Are there practice requirements for license renewal in North Dakota?

Yes, all individuals renewing a nursing license must meet or exceed 400 hours of nursing practice in the preceding four years. Hours practiced in another regulated profession cannot be used for nursing practice hours.

Continuing Education Requirements

Is continuing education (CE) required for license renewal in North Dakota?

Yes, all individuals renewing a nursing license must complete 12 contact hours of CE obtained within the preceding two years.

Am I required to obtain continuing education in specific areas?
No

What is the time frame for getting my continuing education?

CE must be completed within each two year renewal period. The continuing education is to be completed within the two years prior to the expiration date on the license.

How much continuing education should I get?

LPN, RN, APRN – Each person licensed as a Licensed Practical Nurse, a Registered Nurse, or an Advanced Practice Registered Nurse in ND must complete at least 12 contact hours of approved CE to renew their license.

APRN with Prescriptive Authority – Advanced

Practice Registered Nurse with Prescriptive Authority must complete 15 contact hours of CE related to pharmacology. These 15 contact hours may fulfill the RN/APRN renewal contact hour requirements of 12 CE.

When do I need to begin completing the 12 contact hours of approved CE?

This requirement will need to be completed before you renew your nursing license. This requirement will remain in effect for each successive licensure renewal thereafter.

I completed 40 contact hours last licensure period and only needed 12. Does that mean that I can use the other 28 hours for this licensure period?

No! Contact hours do not carry over from one license renewal period to another. You must complete at least 12 contact hours of approved CE in each license renewal period in order to renew a license to practice nursing in North Dakota.

I am currently maintaining my certification in another health care profession. Can I use the continuing education to fulfill my license renewal requirements for contact hours?

Yes. The North Dakota Board of Nursing will accept, at face value, the number of hours awarded for an educational activity that has been approved for CE, provided it was approved by one of the following:

- The North Dakota Board of Nursing
- A health care regulatory board or professional organization of any state that is nationally accredited to approve CE.

Credit received for successful completion of a course taken through an accredited college or university may be used to meet the CE requirement.

Do I send my Continuing Education records to the Board?

No. Send your CE records ONLY if you have received a “Notice of Continuing Education Audit” from the North Dakota Board of Nursing.

Who keeps track of my Continuing Education?

You do!! As a professional, you are responsible for keeping track of your own CE records. You must keep your CE documents for at least four years. The Board may audit your CE records for up to four years.

Then how does the Board know I met the Continuing Education Requirement?

Each time you renew your license, you MUST verify through attesting to the statement on the renewal form that you have completed the 12 contact hours. If your renewal application arrives in the Board office without this information, you will receive a “Notice of Continuing Education Audit”.

But I was just licensed in North Dakota for the first time!!

License by Exam - If you recently received your first license in North Dakota and took an examination to receive it, and this is your first renewal of that nursing license, you are NOT REQUIRED to have completed CE courses. You have met the requirement through your academic coursework and MUST verify through attesting to the statement on the renewal form.

License by Endorsement - If you recently received your first license in North Dakota and have moved from another state, you are considered to have received your license or certificate by “ENDORSEMENT.” Even though this may be your first

renewal of that license, you must complete the required number of contact hours of approved CE in order to renew it. You **MUST** verify through attesting to the statement on the renewal form that you have completed the six contact hours. Credit received for successful completion of a course taken through an accredited college or university may be used to meet the CE requirement.

I have had an active license in North Dakota for 10 months. Do I need to complete the entire amount of approved contact hours of CE to renew?

If you have held an active license for less than 12 months, you need to complete at least six contact hours of approved continuing education before renewing that license. Credit received for successful completion of a course taken through an accredited college or university may be used to meet the CE requirement.

Inactive License

I'm not working right now.

Whether you are working or not has no bearing on your CE requirement. The CE requirement is directly related to renewal of your license in ND.

I need to renew my license and am not able to complete the required number of contact hours. How can I renew my license?

The CE rules do not allow you to renew or reactivate your license without completing CE activities and you are not eligible for licensure.

I don't plan to renew my license. What do I need to do?

Inactive Status – If you do not renew your license, it will be on “Inactive Status.”

You may not work as a nurse if your license is on inactive status. There is an additional fee to reactivate a license from an inactive status.

Reactivation

How do I get my license back?

Reactivation- Any time your license is on inactive status, you may “reactivate” your license by:

- completing at least the minimum number of required contact hours of approved CE within 24 months immediately preceding reactivation of your license
- AND
- meeting or exceeding four hundred hours of nursing practice in the preceding four years.

Contact the Board office for a Renewal/Reactivation form. The staff will assist you in reactivating your license.

If I complete a refresher course to reactivate my license, can I use the contact hours obtained for my next renewal cycle?

Yes, the refresher course contact hours can be used for the first renewal cycle after reactivation of your license.

What do I need to do if I have not practiced for four or more years in North Dakota?

Any APRN, RN, or LPN who has not actively practiced in North Dakota for four years or more must meet the following requirements before a license to practice is issued:

1. Complete the relicensure application
2. Pay the renewal fee
3. Provide to the board for approval, proof of one of the following:
 - a. Practice as a licensed RN or LPN which meets or exceeds 400 hours with the preceding four years in another state, territory, or country. Verification of employment is to be submitted.
 - b. Completion of a refresher course in nursing within the preceding year.
 - c. Successful completion of a clinical nursing course in a board-recognized program to further nursing education.
 - d. Other evidence the licensee wishes to submit which would provide proof of nursing competence.

Approved Continuing Education

How do I know if a particular educational activity is acceptable to the North Dakota Board of Nursing as approved CE?

The North Dakota Board of Nursing will accept, at face value, the number of hours awarded for an educational activity that has been approved for CE, provided it was approved by one of the following:

- The North Dakota Board of Nursing
- A health care regulatory board or professional organization of any state that is nationally accredited to approve CE.

I am taking college courses. Can I use these courses to meet my CE Requirement?

Yes. Credit received for successful completion of a course taken through an accredited college or university may be used to meet the CE requirement. This is called “Academic Credit” and translates into contact hours as follows:

- 10 contact hours = One academic quarter hour
- 15 contact hours = One academic semester hour

I can't always get to the classes when they are offered. Can I get my CE at home?

Yes, many individuals receive CE through independent study activities. Independent studies may be taken through mail order courses or the internet. There is no limit to the number of contact hours you may obtain through independent study.

CAUTION!! It is up to you to make sure that the educational activities you choose are acceptable to meet the CE requirement to renew your license. Look at the advertising for the course/function - approval should be mentioned.

CONTINUED ON NEXT PAGE

FREQUENTLY ASKED QUESTIONS

Requirements for Licensure Renewal



CONTINUED FROM LAST PAGE

I took a course that met the requirements for continuing education of another board of nursing. Does that mean it is approved CE?

No. Approval is a formal process that involves review of the program components. Meeting a requirement alone is not approval.

The educational activity I took was not approved for CE.

The Board does not retroactively approve courses for CE. It is the responsibility of the course provider to get the activity approved for CE before you take it. If the educational activity was not approved for CE or you did not receive academic credit, you will not receive credit toward the CE required to renew your license.

I'm required by my employer to take CPR. Does that count?

No, not all educational activities completed are acceptable as CE. The following is a list of activities that DO NOT MEET the CE requirement in ND:

- Basic Life Support classes;
- CPR classes;
- Repetition of any educational activity with identical content and objectives within a single reporting period;
- Agency specific orientation or in-service programs;
- Self-directed independent study activities that have not been approved for CE;
- A personal development activity;
- Community service or volunteer practice;
- Board-ordered CE;
- Membership in a professional nursing organization;
- Professional meetings or conventions except for those portions approved for CE.

Audit Information

How long should I keep my continuing education records?

Records must be kept for at least four years.

What records should I keep?

Documentation of completion of CE activities should be supplied to you by the provider of the activity. Upon audit, you will be required to send photocopies of documents that contain all of the following information:

- Your name;
- Title of the education activity or course;
- Code or course number;
- Date of program completion;

- Name of the provider/instructor;
- Name of the organization which approved the program for CE;
- Contact hours or number of credits.

For academic credit, an official college transcript or grade report showing your name, the name of the school, the number of credits received, and the dates attended is also acceptable.

What is an AUDIT?

The Board monitors compliance with the CE requirement through an audit system. If you are audited, you will be asked to send photocopies of your CE records to the Board. It is important that you send COPIES of the actual documents received upon completion of the education activities attended. Information received in the Board office in response to an audit of your continuing education records will not be returned to you. You should keep your original documents. The time period for which you are being audited will be stated in the "Notice of Continuing Education Audit."

What other states have mandatory continuing education?

The following states have a mandatory continuing education requirement as prerequisite to license renewal.

Alabama	Alaska
Arkansas	California
Delaware	District of Columbia
Florida	Iowa
Kansas	Kentucky
Louisiana	Massachusetts
Michigan	Minnesota
Nebraska	Nevada
New Hampshire	New Mexico
Ohio	Rhode Island
Texas	Utah
West Virginia	Wyoming

NEED MORE INFORMATION?

For further information on the Board's rules on Continuing education requirements for renewal and reactivation, please refer to NDAC Section 54-02-05-06 Reactivating a license or Section 54-02-05-08 Continuing education requirements for license renewal, or visit the North Dakota Board of Nursing website at www.ndbon.org and click on Licensure, or call the Board office at 701-328-9777. These rules are available by accessing our web site at: www.ndbon.org/publications.

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Sun.	Miami		4:00 PM
Mon.	Nassau	7:00 AM	2:00 PM
Tues.	"Fun Day" at Sea		
Wed.	St. Thomas/St. John*	9:00 AM	8:00 PM
Thurs.	St. Maarten	7:00 AM	6:00 PM
Fri.	"Fun Day" at Sea		
Sat.	"Fun Day" at Sea		
Sun.	Miami	8:00 AM	

*Optional shore excursion to St. John available



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GET TO KNOW NEWLY APPOINTED BOARD MEMBERS

In an effort to familiarize North Dakota nurses with Board Members, this article features newly appointed board members Charlene Christianson, RN, from Glenfield, and Elizabeth Anderson, LPN, from Fargo.



Charlene Christianson, RN

When were you appointed as a Board Member?

I was appointed by Governor John Hoven to the Board of Nursing on July 1, 2007, to a four year term.

Why did you decide to become a Board Member?

I have been working in the field of nursing since I was 16 years old and have been committed to nursing most of my life. After my youngest son graduated from high school, I felt I was ready to place my energy in another direction. When I was attending a Director of Nurses convention, I was approached by some colleagues and asked if I would at all be interested in serving on the Board of Nursing. I remembered as a student visiting the Board and thinking "wouldn't that be very interesting." So when a position became available, I applied and was appointed. I have always been an advocate for people, and I felt what a better way to serve the people of the state of North Dakota than by representing the people of North Dakota on the Board of Nursing.

What is your nursing background?

I began my nursing career while I was in high school when I worked as a nursing assistant at our local nursing home. That is when I knew that nursing would become my profession. I graduated in 1984 from NDSSS as an LPN. My first job was a night shift LPN at Golden Acres Manor in Carrington. I worked there for four years, and then went to work at the Carrington Health Center (CHC) as an LPN. In 1994, The Carrington Health Center along with Ladders In Nursing Careers made it possible for me to return to school and obtain my Bachelors of Science in Nursing from Minot State University. I continued to work as a staff RN at CHC for four years, working in every aspect of acute care in a rural health care setting. The position became available as the Director of Nursing at Golden Acres Manor in September of 2000. I applied for the position and have been there ever since, as my heart has always been in geriatrics and it continues to be there.

What do you feel you can bring to the Board of Nursing?

I feel I bring diversity to the Board through my experience in nursing. Starting from the ground up, I feel my experience will bring several different aspects to the Board. My experience in the rural setting of our state brings a knowledge base from several areas of nursing, as in this setting you are required to practice several types of nursing and must be able to multi task and problem solve very quickly. Finally, my experience as a Director of Nursing brings in the area of working very closely with regulations and government. The nursing knowledge and experience I have gained in the past 24 years will be a value to the Board's business of regulating nursing so the people of North Dakota can be assured the safe and effective nursing care they deserve.

What is one of the challenges of being a board member?

I feel the biggest challenge will be gaining an understanding of all the intricacies of the Nurse Practices Act and the Administrative Rules. The staff at the Board of Nursing is excellent, along with my fellow board members, and I know with their assistance, I hope to obtain the vast knowledge base of these areas.

How would you describe your experience (so far) as a board member?

I attended my first Board meeting in July. I was very nervous and didn't know what to expect. However, it was wonderful. Everyone made me feel very welcome and asked for my opinion. Every step of the way they explained what was being done and what was expected of me. Because of the timing of my appointment, I was unable to have an orientation session to the Board and the office itself, however, I am looking forward to going on Aug 21 to spend a day in the office and go through some investigative case reviews.

What would you say to someone who is considering becoming a Board Member?

The position on the Board of Nursing is an honor that requires commitment. It encompasses all areas of nursing. As a Board member, you need to be prepared to look at everything in nursing in relationship to public safety. They must be able to make far and just decisions based on evidence. And have a willingness to serve the people of the state of North Dakota to assure safe practice, and to promote the safe practice of nursing throughout our state.



Elizabeth Anderson, LPN

When were you appointed as a board member?

I was appointed by Governor John Hoeven to the BON on July 1, 2007, for a four year term.

Why did you decide to become a board member?

I have great interest in regulatory/legal matters in addition to my primary passion of nursing. What a great opportunity to combine all of these interests since the BON works with the regulation of nursing practice, education, and licensure issues.

What is your nursing background?

I started my LPN career at a summer church camp in Minnesota in 1978. I then accepted a position at St. Luke's Hospital (now known as Meritcare Hospital) where I worked as a staff nurse on the float team and later in the Medical-Surgical ICU. I have also been employed as a staff nurse at the VA Hospital in Fargo. My career has been varied. I have been able to work the patient care setting, working with a home care agency going into the client's homes, and also had the thrill of working in research. I have obtained my current certification as Certified Clinical Research Coordinator (CCRC). I currently am working in the Precertification area of Utilization Management at Meritcare Hospital.

What do you feel you can bring to the Board of Nursing?

My "hands on" experiences in direct patient care, along with the various other areas of nursing, give me a broad base line of knowledge that hopefully will be beneficial to the BON.

What is one of the challenges of being a board member?

As an LPN, I have always been aware of the Nurse Practice Act, but it is imperative that I have a more detailed understanding. The regulatory process of the BON is very complex and it is my goal that I gain a thorough understanding of the process.

How would you describe your experience (so far) as a board member?

I met for the first time with the BON members and staff in July. I found them all to be very cordial and pleasant. I was provided with an enormous amount of material for review prior to the meeting. I wondered what I had gotten into, how this all could be done in a two day meeting, and at the end of the meeting found that it is an extremely efficient, well run meeting. It is absolutely amazing the amount of work that is accomplished by this Board. The knowledge of the BON members and staff is astounding and they are willing to share their knowledge with others.

What would you say to someone who is considering becoming a board member?

I would say the number one reason I would hope they would like to be on the BON is their passion for nursing. It is also helpful if you have an interest in legal/regulatory issues. A person also has to look globally in a fair manner, at all levels of nursing, and be willing to openly communicate with others, and finally, be prepared to make the time commitment to serving on the BON.



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NURSING EDUCATION PROGRAMS APPROVED BY BOARD OF NURSING - JUNE 30, 2007

North Dakota Board of Nursing is the recognized approver of the nursing programs in ND by the United States Department of Education

<i>Program Name and Director</i>	<i>Address</i>	<i>Type of Program</i>	<i>Term of Board Approval</i>	<i>Nat'l Nursing Organization for Accreditation</i>	<i>NCLEX® FY 05-06 Candidates Pass Rate</i>	<i>NCLEX® FY 06-07 Candidates Pass Rate</i>
University of Mary Glenda Reemts	7500 University Drive, Bismarck, ND 58504	Masters Degree	Full Approval through November 2010	CCNE	NA	NA
University of North Dakota Dr. Chandice Covington	Box 9025, Grand Forks, ND 58201	Masters Degree	Full Approval through January 2011	CCNE	NA	NA
Tri-College University Dr. Jane Geidt	1104 S. 7 TH AVE, Moorhead, MN 56563	Masters Degree	Full Approval through 11-09	CCNE	NA	NA
Dickinson State University Dr. MaryAnne Marsh	291 Campus Drive, Dickinson, ND 58601-4896	Baccalaureate Degree	Full Approval through May 2011	NLNAC	88%	91.3%
Jamestown College Dr. Jacqueline Mangnall	Box 6010, Jamestown, ND 58401-6010	Baccalaureate Degree	Full Approval through 11-09	NLNAC	79%	89.2%
Medcenter One College Of Nursing Dr. Karen Latham	512 North 7 th St., Bismarck, ND 58501- 4494	Baccalaureate Degree	Full Approval through 3-07	CCNE	95%	89.1%
Minot State University Mary Smith	500 University Ave W, Minot, ND 58701	Baccalaureate Degree	Full Approval through May 2011	NLNAC	90%	93.8%
University Of Mary Glenda Reemts	7500 University Drive, Bismarck, ND 58504	Baccalaureate Degree	Full Approval through November 2010	CCNE	85%	88%
University Of North Dakota Dr. Chandice Covington	Box 9025, Grand Forks, ND 58201	Baccalaureate Degree	Full Approval Through January 2011	CCNE	80%	88.7%
North Dakota State University Dr. Mary M. Mooney	136 Sudro Hall P.O. Box 5055 Fargo, ND 58105- 5055	Baccalaureate Degree	Continued Initial Approval through 5-07	CCNE	92%	90.5%
Concordia College Dr. Polly Kloster	901 South 8th Street Moorhead, MN 56562	Baccalaureate Degree	Full Approval through November 2009	CCNE	81% (reported by MN-BON)	90.7% (reported by MN-BON)
Dakota Nurse Program RN Dr. Elizabeth Pross	Bismarck State College Lake Region State College Minot State College- Bottineau	Associate Degree - RN	Initial Approval through 7-06	None	93%	82.4%

North Dakota State College of Science Barbara Diederick	800 6 th St. North, Wahpeton, ND 58075-3602	Associate Degree - RN	Initial Approval through 3-07	None	89%	80%
Dickinson State University Dr. MaryAnne Marsh	291 Campus Drive, Dickinson, ND 58601-4896	Associate Degree – PN	Full Approval through May 2011	NLNAC	97%	90.7%
North Dakota State College of Science Barbara Diederick	800 6 th St. North, Wahpeton, ND 58075-3602	Associate Degree – PN	Full Approval through 12-08	NLNAC	93%	97%
United Tribes Technical College Evelyn Orth	3315 University Dr., Bismarck, ND 58504-7596	Associate Degree – PN	Full Approval through 11-06	NLNAC	63%	84.6%
Sitting Bull Community College D'Arlyn Bauer	1341 92 ND Street, Fort Yates, ND 58538	Associate Degree – PN	Full Approval through 11-2010	None	100%	66.7%
Dakota Nurse Program PN Dr. Elizabeth Pross	PO Box 1326 Williston, ND 58801-1326	Certificate PN	Initial Approval through 7-06	None	85%	100%

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Call Maria Eining, MA, LPC, CDC III, Program Director at (605) 310-2426 or 605-362-3540 for more information.

All licensure forms, the Nurse Practice Act and contact information is available on the South Dakota Board of Nursing Website at www.nursing.sd.gov

The South Dakota Board of Nursing Board Staff Directory:

Gloria Damgaard, RN, MS, Executive Secretary
gloria.damgaard@state.sd.us / (605) 362-2765

Questions regarding discipline may be directed to:

Andrew Albers, RN, BSN, Nursing Program Specialist
andrew.albers@state.sd.us / (605) 362-2843

Questions regarding Nurse Aide Training, Medication Administration Training, and Nursing Education may be directed to:

Nancy Bohr, RN, MBA, MSN, Nursing Program Specialist
nancy.bohr@state.sd.us / (605) 362-2770

Questions regarding Advanced Practice, Scope of Practice, and Workforce Center may be directed to:

Linda Young, RN, MS, Nursing Program Specialist
linda.young@state.sd.us / (605) 362-2772

Questions regarding taking the NCLEX or licensure by examination may be directed to:

Robert Garrigan, Accountant
robert.garrigan@state.sd.us / (605) 362-2766

Questions regarding licensure by endorsement or the certified nursing assistant registry may be directed to:

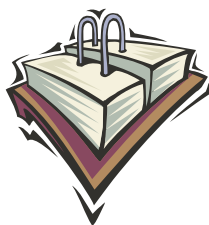
Jean McGuire, Senior Secretary
jean.mcguire@state.sd.us / (605) 362-2769

Questions regarding licensure verification, renewal, name changes, duplicate licenses, or inactive status may be directed to:

Lois Steensma, Secretary
lois.steensma@state.sd.us / (605) 362-2760

Questions regarding the Nursing Workforce Center may be directed to:

Winora Robles, Senior Secretary
winora.robles@state.sd.us / (605) 362-3525



Upcoming Board Meetings

November 1-2, 2007 Sioux Falls

*October 16

*Deadline for submission of agenda items and materials.

DISCIPLINARY ACTIONS TAKEN BY THE SOUTH DAKOTA BOARD OF NURSING

June 20-21, 2007

Kathrina C. Cline	Sarah B. Reynolds
Indefinite Suspension.....P008790	Continue SuspensionP009761
Kristen L. Schulz	Eugene D. Sarha
Reinstatement.....R032862	Reinstatement with Probation.....R028203
Teresa M. Gallagher	Kathy L. Dedrickson
Continue SuspensionP007404	Reinstatement with Probation.....R028234

MISSION STATEMENT OF THE SOUTH DAKOTA BOARD OF NURSING:

To safeguard life, health, and the public welfare, and to protect citizens from unauthorized, unqualified, and improper application of nursing education programs and nursing practices, in accordance with **SDCL 36-9** and **SDCL 36-9A**.

South Dakota Board of Nursing Meeting Highlights

The South Dakota Board of Nursing met for its regular meeting on June 20-21, 2007, in Sioux Falls. Board actions taken were:

Education

- Accepted NLNAC Accreditation Report for USD
- Accepted report and granted continued approval of the LPN and RN Refresher courses at SDSU
- Accepted the CCNE Accreditation Report and Chair of Nursing Appointment for Mt. Marty College
- Accepted changes in practical nursing curriculum at Lake Area Technical Institute to provide an online part-time program to be completed within two years
- Notification received of position changes at Dakota Wesleyan University: Dr. Adele Jacobson to Administrative Chair and RN-BAN Director; Gloria Thompson to AA Program Director, both effective July 16, 2007
- Granted approval for the Pine Ridge IHS Hospital Clinical Enrichment Program

Discipline

- Accepted Consent Agenda


Other Actions

- Approval of Minutes and Agenda with edits and additions
- Approval of written financial report as presented
- Approved the SD Board of Nursing proposed FY 2008 Budget as presented
- Accepted the 2007 Nursing Education Loan Assistance Annual Disbursement Report as presented

Scope of Practice

- Motion to convene Task Force of Nurse Diabetic Educators, Diabetic Advanced Practice Nurses, School Health Nurses, SDNA, and SD Board of Nursing representation to draft rules related to insulin administration by unlicensed personnel in the school setting.

Note: Board Meeting minutes are available on our website at www.nursing.sd.gov.



South Dakota
Center for
Nursing Workforce

The South Dakota Center for Nursing Workforce's first statewide Nursing Leadership Coalition was held August 24, 2007 featuring keynote speaker, Dr. David DeLong, PhD. Over 100 nurses and stakeholders were in attendance. Dr. DeLong presented a half-day session that focused on aging workforce issues, knowledge retention, and workforce Development solutions. He provided a framework for Diagnosing threats, overcoming barriers, and identifying when to invest in leadership, workforce development, and knowledge retention initiatives to develop a highly skilled workforce. Other topics explored included the *Report on South Dakota's Nursing Workforce – 2007*, methods of preparing nursing graduates to meet future demand, and healthcare trends and scenarios impacting current and future demand for nurses.

Standing at the Crossroads: What's Next for Nursing in South Dakota?

Nursing Leadership Coalition

Linda Young, MS, RN

Program Director, SD Center for Nursing Workforce,

Nursing Program Specialist, SD Board of Nursing

South Dakota's RN and LPN Nursing Workforce

As our country struggles to keep pace with the growing demand and need for bedside nurses and nursing faculty, South Dakota's nursing leaders' continue to proactively implement strategies to grow and retain nurses to ensure citizens have a nursing workforce prepared to meet their changing health needs. Examining our nursing workforce is fundamental to preparing new nurses and retaining nurses. The *Report on South Dakota's Nursing Workforce — 2007*¹ presents an accurate picture of South Dakota's nursing workforce, which is vital when comparing South Dakota data to national data and informing policymakers. The report includes an analysis of the Nurse Survey Questionnaire, which was designed to collect data from nurses upon renewal of their South Dakota nursing license. Data in the report focuses on South Dakota's nursing workforce characteristics and supply and projections for future supply and need. Aggregate licensure data for registered nurses (RN), licensed practical nurses (LPN), certified nurse midwives (CNM), certified nurse practitioners (CNP), certified registered nurse anesthetists (CRNA), and clinical

nurse specialists (CNS) was provided by the South Dakota Board of Nursing (SDBON). A full report is available on the SD Center for Nursing Workforce website, www.doh.sd.gov/boards/nursing/sdcenter.htm.

SDBON licensure data revealed 11,626 actively licensed RNs, 2,206 actively licensed LPNs, 329 actively licensed CNPs, 19 actively licensed CNMs, 351 actively licensed CRNAs, and 81 actively licensed CNSs as of January 31, 2007. Data from completed surveys was collected from 10,174 actively licensed RNs and 1,891 actively licensed LPNs during the period from February 1, 2005, through January 31, 2007, upon renewal of their nursing license.

A positive growth in South Dakota's supply of actively licensed nurses is reflected in the table. RNs increased by 745 nurses. SDBON data reveals that 1,508 new RNs were licensed as either new graduates (those who sat for exam) or by endorsement from another state. A slight decrease is noted for CRNAs since 2005 and CNSs reflect a positive increase for the first time since 1999.

Nurses	2007	%	2005	%	2002	%	1999	%
RNs	11,626	+6.8	10,881	+6.9	10,183	-1.7	10,362	+3.8
LPNs	2,206	+1.1	2,183	+2.5	2,130	-3.1	2,198	-4.9
CNMs	19	+19	16	+23	13	+44	9	---
CNPs	329	+13	291	+24	235	+19	197	---
CRNAs	351	-1.7	357	+17	306	+21	252	---
CNSs	81	+9.5	74	-14	86	-4.4	90	---
TOTAL	14,612	+5.9	13,802	+6.6	12,953	-1.2	13,108	---

Source: SDBON, 2007

EMPLOYMENT DATA

Survey data continues to reflect a high percentage of RNs and LPNs in South Dakota actively employed in the nursing profession, illustrated in figures one and two. Data reveals 93 percent of RN respondents employed either full-time or part-time in nursing positions as compared to the national data, which reflects approximately 83 percent of RNs employed in nursing². Similarly, South Dakota's LPN respondents indicated a high percentage employed in nursing, 91 percent, either as full-time or part-time. To maintain an active nursing license, a nurse must provide evidence of employment or volunteer work as a nurse, a minimum of 140 hours in a 12 month period, or an accumulated 480 hours within the past 6 years is required.

Most RNs and LPNs were employed in the following settings: hospitals, office/clinics, nursing homes/long term care, community/home health, and outpatient surgical. While percentages of nurses employed in these settings remains fairly consistent from previous reports, data reveals RNs employed in the staff nurse position decreased from 59 percent in 2002 to 45 percent in the 2007. A majority of positions held by nurses in South Dakota include the staff nurse, clinic nurse, charge nurse, nurse management, and APN roles. Additionally, almost half of RNs and LPNs reported that in their current positions, 100 percent of their time is involved in direct patient care. Less than 10 percent of nurses indicated that their position did not involve direct patient care.

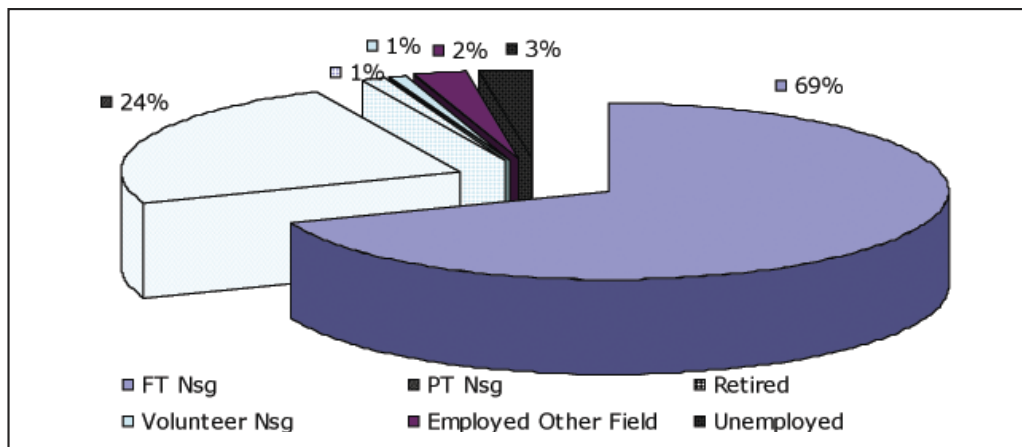


Figure 1: Employment Status of RNs in SD

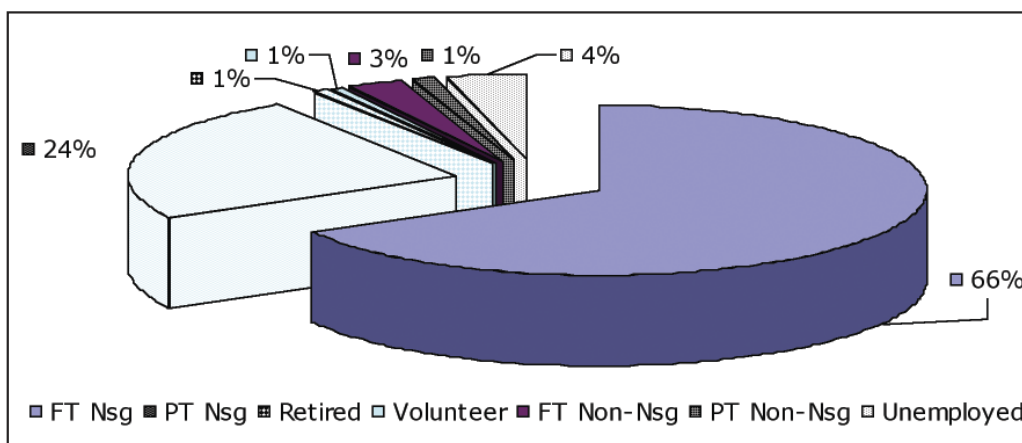


Figure 2: Employment Status of LPNs in SD

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EDUCATIONAL PREPARATION

Consistent with previous reports, a majority (36 percent) of RNs continue to indicate their highest educational preparation to be at the associate degree level, figure three. Diploma prepared RNs in 2007 continue to steadily decline, 14 percent, as compared to nearly 17 percent in 2005 and 20 percent in 2002. RNs reporting their highest educational level as a baccalaureate degree in nursing demonstrated a slight increase to 32 percent, as compared to slightly fewer than 31 percent in 2005. Masters prepared nurses comprise six percent of the respondents in 2007, which is slightly increased from 2005. Doctoral prepared nurses continue to remain consistently under one percent, with 60 nurses in 2007.

A majority of LPNs indicated their highest educational preparation as a PN diploma, 81 percent. LPNs prepared with a baccalaureate degree, associate degree, or diploma in nursing comprised seven percent. Only two percent of LPNs hold a non-nursing baccalaureate or master's degree.

Only six percent, or 585 RNs, indicated they are “currently enrolled in education classes leading to an advanced nursing degree”, while the majority, 88 percent, are not seeking an advanced nursing degree. An increased number of LPNs, however, responded they are “currently enrolled in education classes leading to an advanced nursing degree”, nine percent in 2007, an increase of approximately five percent since 2005.

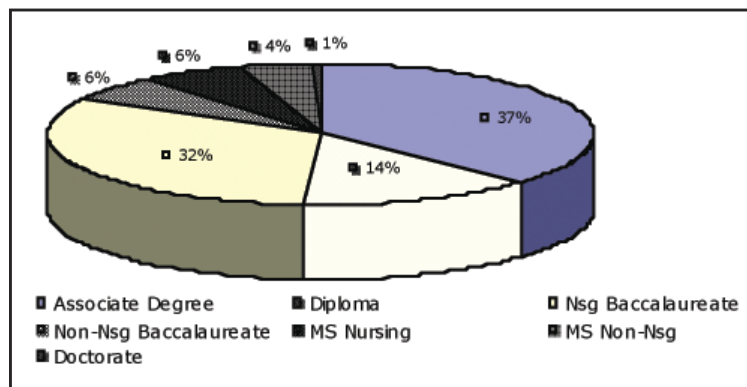


Figure 3: Educational Preparation of RNs in SD

AGE

Comparable to national trends, South Dakota's largest cohort of RNs, 55 percent, is in the 40s and 50s age groups, figure four. However, RNs in the <30 cohort maintained a steady increase. The combined <30 and 30s age groups

comprise 36 percent (4,143) of the RN population, while those in the 50s and 60s age groups comprise 35 percent (4,055). The average age of an RN is 45.4 years old. A comparison among three decades of actively licensed RNs age is shown in figure five. Similarly, the largest cohort of

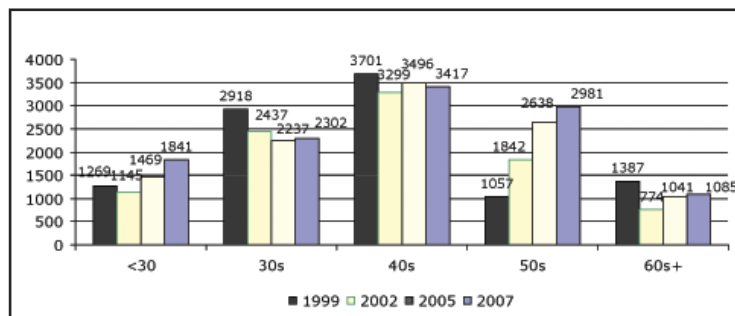


Figure 4: RN Age Distribution

*1999 data was formatted in categories of ages 51 – 55 and over 55; therefore 60s+ age group include nurses aged 56-59. Source: SDBON, 1999 – January 31, 2007

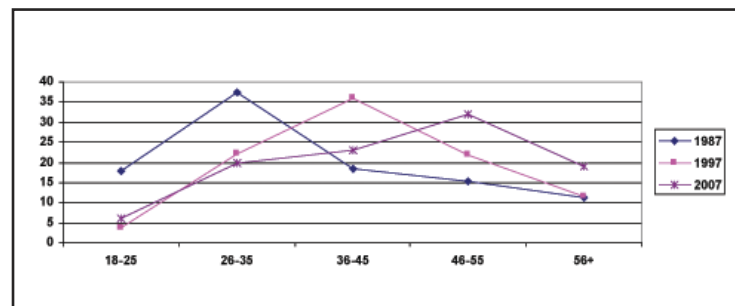


Figure 5: Percentage of RNs by Age in Current and Previous Decades

Sources: SDBON, January 31, 2007; *Report of Nursing Workforce Supply* (1997), SD Colleagues in Caring Project

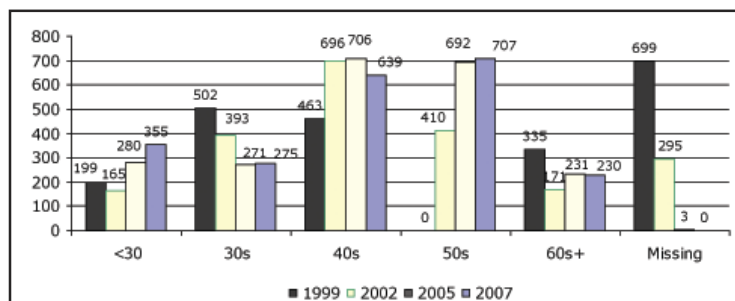


Figure 6: LPN Age Distribution

*1999 data was formatted in categories of ages 51 – 55 (no responses were indicated for this category) and over 55, therefore 60s+ age group include nurses aged 56-59. Source: SDBON, 1999– January 31, 2007

LPNs in SD is also in the 40s and 50s age groups, 55 percent, shown in figure six. LPNs in the <30 age group maintained a steady increase since 2002. The combined <30 and 30s age groups comprise 36 percent (4,143) of the LPN population, while 58 percent of LPNs are 46 years and older. The average age of LPNs is 47. Eleven percent of both RNs and LPNs indicated on their surveys they intend “to leave or retire from nursing within the next five years.”

GENDER

Data from the SD BON continues to reflect that a majority of nurses in South Dakota are female. Male nurses, however, continue to gain in numbers each year. In 2007, 7.5 percent of RNs are male, as compared to nearly 6.9 percent in 2002. South Dakota has a greater percentage of males than the national percentage².

ADVANCED PRACTICE NURSES – NURSE MIDWIVES

The number of actively licensed nurse midwives in South Dakota has remained stable over the years. During this data collection period 19 CNMs were actively licensed; 14 returned surveys with their RN renewals. Licensure requirements for nurse midwives in South Dakota are consistent with national requirements; to become licensed a nurse midwife must maintain an active RN license, hold a master's degree in nursing with a focus in nurse midwifery (required as of 2001), and passed a standardized qualifying certification exam from the American Midwifery Certification Board or provide evidence of current certification.

The majority of the 14 respondents (93%) indicated they practice full-time as Nurse Midwives and 86% of them identified they practice in an office/clinic environment. Almost all (71%) have obtained a master's in nursing or a non-nursing master's degree (21%) as their highest degree; while one CNM indicated current enrollment in a program leading to an advanced nursing degree. A majority is in the 40s and 50s age groups, and their average age is 50 years old. Of the fourteen respondents, 29% indicated they “plan to leave or retire from nursing within the next five years”. All licensed CNMs are female.

NURSE PRACTITIONERS

Actively licensed Nurse Practitioners (CNP) increased by 13% in South Dakota from 291 in 2005 to 329 in 2007. Of the 329 actively licensed CNPs, 94% are female. During this data collection period 251 actively licensed CNPs completed and returned surveys with their RN renewals. Most CNPs (76%) indicated they work full-time and that they practice in the role of a CNP (92%). The majority (57%) of respondents indicated they practice in an office/clinic setting, another 27% identified their practice setting as a hospital, while 5% identified a community health setting.

Of the 329 CNPs, 65% are in the 30s and 40s age groups while

30% are in the 50s and 60s+ groups (Figure 7), and their average age is 46 years old. Only 4% indicated on their survey that they “plan to leave or retire from nursing within the next five years”

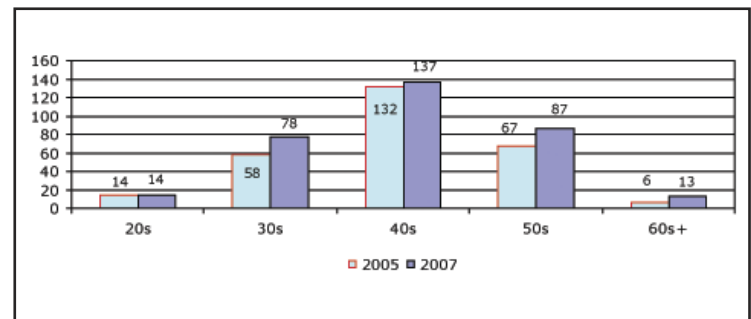


Figure 7: CNP Age Distribution; Source: SDBON, January 31, 2007

To be licensed as a nurse practitioner in South Dakota a practitioner must maintain active RN licensure, possess a master's degree in nursing (required as of 2001), and passed a standardized qualifying certification exam from a Board approved certification organization or provide evidence of current certification. South Dakota recognizes the following 8 certification specialties for licensure, acute care, adult, family, geriatric, neonatal, pediatric, psychiatric/mental health, and women's health (Figure 8). Many CNPs have chosen to certify in more than one specialty.

Most CNPs responded that their highest degree was a master's in nursing (77%) or a non-nursing master's degree (4%), 3% obtained a doctorate degree, 8% indicated a baccalaureate degree, while the remaining 6% responded that their highest degree was a nursing diploma or associate nursing degree. Nearly 4% of CNPs responded that they are currently enrolled in a program leading to an advanced nursing degree.

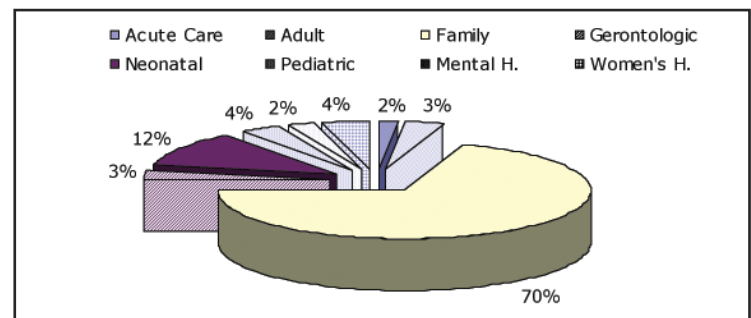


Figure 8: CNP Specialty Area; Source: SDBON, January 31, 2007

NURSE ANESTHETISTS

The number of actively licensed nurse anesthetists in South Dakota has remained fairly stable since 2005. During this data collection period, 351 CRNAs were actively licensed and 278 returned surveys with their RN renewals. Requirements to be licensed as a nurse anesthetist in South Dakota include an active RN license, graduate of an accredited

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ited school of anesthesia, and successful completion of the standardized qualifying certification exam from the American Association of Nurse Anesthetists or evidence of current certification.

More than half of the population of CRNAs in South Dakota is male (64%) as compared to the RN population which is comprised of 7.5% males. Nearly all of the CRNA respondents indicated practicing full-time (81%) or part-time (8%), with 98% indicating they practice in the anesthesia role with only 1% revealing they are in a role of faculty or consultant. The majority are employed by hospitals (79%), while the other CRNAs are employed by outpatient surgical centers (13%), self-employment (4%), or nursing education programs (1%).

The largest numbers of CRNAs hold a non-nursing master's degree (36%) or a master's in nursing degree (17%) as their highest degree. However 31% indicated non-nursing or nursing baccalaureate as the highest degrees held. Less than 1% of CRNAs hold a doctorate degree, and approximately 13% indicated holding an associate degree or diploma in nursing as the highest degree. Only 1% responded that they are currently enrolled in a program leading to an advanced nursing degree.

Of the 351 licensed CRNAs, 46% are in the 50s and 60s age groups (Figure 9) with the average age of 49. Slightly more than 16% of CRNAs indicated on their survey they "plan to leave or retire from nursing within the next five years".

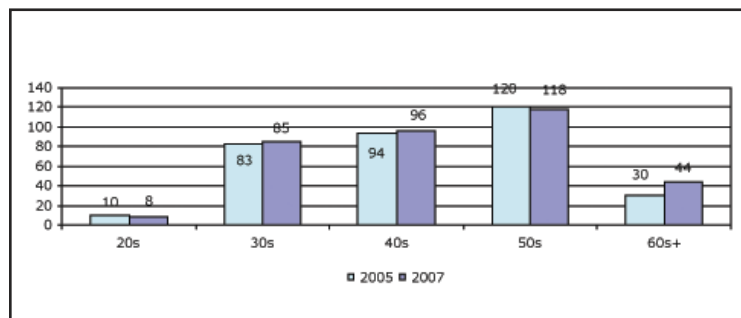


Figure 9: CRNA Age Distribution

Source: SDBON, January 31, 2007

CLINICAL NURSE SPECIALISTS

SDBON licensure data revealed actively licensed Clinical Nurse Specialists remained fairly stable since 2002. During this data collection period 81 CNSs were actively licensed and 73 returned surveys with their RN renewals. Requirements to be licensed as a CNS in South Dakota include an active RN

license, master's degree in nursing, and having passed a standardized qualifying certification exam or provide evidence of current certification.

Most respondents on the survey revealed they practice in the role of a CNS (59%) and that they are employed full-time (77%). They identified filling various positions including staff education/development (7%), nurse management (7%), nursing program faculty (6%), case managers (6%), and various "other" positions. CNSs are employed in a variety of locations as well, hospitals (44%), nursing education programs (12%), office/clinics (12%), and community health/school settings (11%). The majority revealed on the survey their highest degree held as a master's in nursing (86%) or a non-nursing master's degree (6%), 8% obtained a doctorate degree. Nearly 10% of CNSs responded that they are currently enrolled in a program leading to an advanced nursing degree.

Of the 81 CNSs, 46% are in the 50s and 60s age groups (Figure 18) and their average age is 51 years old. Almost 10% indicated on their survey that they "plan to leave or retire from nursing within the next five years". Of the 81 licensed CNSs 96% are female.

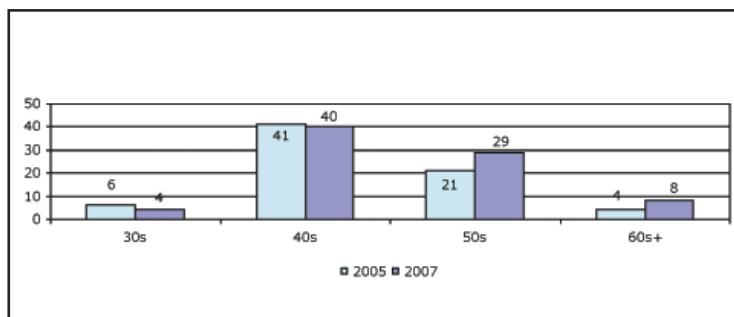


Figure 18: CNS Age Distribution

Source: SDBON, January 31, 2007

Footnotes:

- ¹ South Dakota Center for Nursing Workforce, *Report on South Dakota's Nursing Workforce — 2007*, www.doh.sd.gov/boards/nursing/sdcenter.htm.
- ² The Registered Nurse Population: Findings from the March 2004 National Sample Survey of Registered Nurses", Division of Nursing, Bureau of Health Professions, HRSA, USDHHS.



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NCSBN inducted its inaugural group of Fellows of the NCSBN Regulatory Institute on Aug. 9, 2007, during the NCSBN Annual Meeting and Delegate Assembly held in Chicago.

CHICAGO - The National Council of State Boards of Nursing, Inc., (NCSBN) inducted its inaugural group of Fellows of the NCSBN Regulatory Institute on Aug. 9, 2007, during the NCSBN Annual Meeting and Delegate Assembly held in Chicago. The Institute for Regulatory Excellence (IRE) began in 2004 with the purpose of providing boards of nursing with high quality regulatory education, expanding the body of knowledge related to regulation through research and scholarly work, developing the capacity of regulators to become expert leaders, and developing a network of regulators who collaborate to improve regulatory practices and outcomes. The IRE is a series of educational conferences held annually with the following topics rotated on a four-year cycle: Public Protection/Role Development of Nursing Regulators, Discipline, Competency and Evaluation/Remediation Strategies, and Organizational Structure/Behavior.

The IRE Fellowship Program is a four-year program requiring attendance at the IRE conferences and the comple-

tion of scholarly works. Individuals who complete the NCSBN Fellowship Program requirements are called a Fellow of the NCSBN Regulatory Institute (FRE) and are entitled to use the initials FRE after their name in recognition of their accomplishment. Among the 2007 inaugural class of fellows was Gloria Damgaard, RN, MS, FRE, Executive Secretary,



Five Year Service Award. Pictured is Gloria Damgaard, Executive Director, South Dakota Board of Nursing with Faith Fields, President, NCSBN.



Inducted as IRE Fellow. Pictured with Faith Fields, National President.

South Dakota Board of Nursing.

The National Council of State Boards of Nursing (NCSBN) recognized its dedicated and exceptional membership and guests at the annual awards luncheon. Of the specific award recipients, Ms. Damgaard received a five year service award as an Executive Officer of member Boards of Nursing.

The National Council of State Boards of Nursing, Inc., (NCSBN) is a not-for-profit organization whose membership comprises the boards of nursing in the 50 states, the District of Columbia, and four U.S. territories.

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Advanced Practice Nursing Advisory Committee

The Board of Nursing wishes to formally recognize and thank members for their contributions to the Advanced Practice Advisory Committee. Members serve a term of three years, and may be re-appointed to serve no more than three consecutive terms.

The Advanced Practice Advisory Committee is a Board of Nursing appointed committee composed of two certified nurse midwives (CNMs) and four certified nurse practitioners (CNP). An annual meeting is held in August and committee work throughout the year is conducted by teleconference and e-mail. The Committee assists the Joint Boards of Nursing and Medical and Osteopathic Examiners in evaluating advanced practice nursing care standards and regulation.

Two members have been reappointed to serve by the Board of Nursing at the September 2007 Board Meeting: Teri Vander Stouwe, CNM of Sioux Falls, SD, and Kathy Zambo, CNP of Bath, SD.

Current Committee members include:

- Robin Peterson-Lund, CNP, Family
- Karen Pettigrew, CNM
- Peggy Schuelke, CNP, Family
- Kathy Schweitzer, CNP, Neonatal
- Teresa Vander Stouwe, CNM
- Kathy Zambo, CNP, Family

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Meet the New HPAP Program Director



Maria Eining, MA, LPC, CCDCIII

Maria Eining MA, LPC, CCDCIII accepted the position of Program Director for the Health Professionals Assistance Program (HPAP) in June 2007. Ms. Eining received a bachelor's degree from the University of Connecticut and a Masters Degree in Educational Psychology and Counseling. She has worked to provide mental health counseling and services related to alcohol and drug recovery since 1992. She has been involved with the Health Professionals Assistance Program since its inception in 1996. Her initial role with the program was as a support group facilitator, and in 2004 contracted with HPAP to provide program services.

Maria is dedicated to working with individuals, families and agencies to address challenges related to chemical abuse and addiction, and also to quality recovery that enables health care professional's to return safely to the work place. Maria resides in the Sioux Falls area with her husband and three children. They enjoy outdoor recreation and cheering for the kids during their seasonal activities.

The Health Professional's Assistance Program Office is now located at the South Dakota Board of Nursing at 4305 S. Louise Ave., Suite 201, Sioux Falls, SD 57106 with office space available for appointments at Avera McKennan Behavioral Center on 4400 W. 69th Street in Sioux Falls. Ms. Eining may be contacted at (605) 310-2426 or (605) 362-3541.

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Avera Sacred Heart Hospital

Yankton, SD
Contact: Department of
Human Resources
(605) 668-8331
jmiller@shhservices.com

Avera St. Luke's

Aberdeen, SD
Contact: Department of
Human Resources
(605) 622-5258
christy.stremick@averastlukes.org

**Avera McKennan Hospital &
University Health Center**

Sioux Falls, SD
Contact: Department of
Human Resources
(605) 322-7850
hr@mckennan.org

**Avera Marshall Regional
Medical Center**

Marshall, MN
Contact: Department of
Human Resources
(507) 537-9317
jobs@averamarshall.org

Avera 

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